



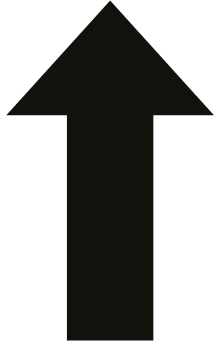
SUPPORTING T LEVEL STUDENTS ON INDUSTRY PLACEMENT

5 DECEMBER 2025

TL



HM Government



WELCOME



TL

TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN Mesma Group



Simon Shaw
Webinar Presenter

Industry Placement Specialist
SDN Mesma Group



Chantelle Lewis
Guest Speaker

Co- Founder/CCO
Mango Studios LDN



Abigail Cooper
Guest Speaker

Lead Nurse- Practice
Development

Royal Berkshire NHS
Foundation Trust


Broadcast

Your microphone will be muted

Use the Q&A function for questions

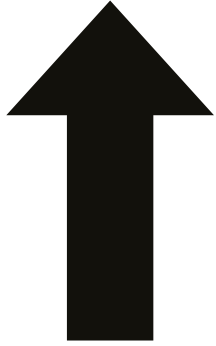
Use the chat box for comments

TOPICS

- 
- A large, solid black arrow graphic pointing from the bottom-left towards the top-right, partially overlapping the list items.
1. Plan placement activities
 2. Supervise the student
 3. Support the student
 4. Monitor and record progress
 5. Work with the provider
 6. Next steps and support

YOUR T LEVEL PLACEMENT JOURNEY

- **Aware** of Industry Placements – **17%**
- **Understand** Industry Placements – **10%**
- **Planning** for Industry Placements – **32%**
- **Active** & hosting students – **41%**



***1. PLAN
PLACEMENT
ACTIVITIES***



PLANNING



Split across departments

Students contribute from the start

Extended interview

“Hosting a T Level student for a work placement is much like an extended interview. You really get to know each other over the 45 days and can see the young talent in action - by the end of it you have a clear view of whether the student is a good fit for your business..”

Nathan Flower, Production Manager

PLANNING



Weekly rotation

Students carry out routine tasks and project work

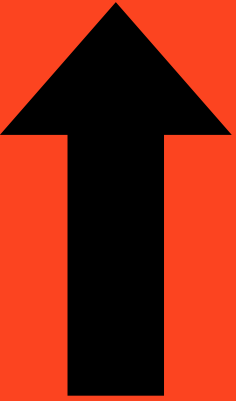
Recruitment into apprenticeships

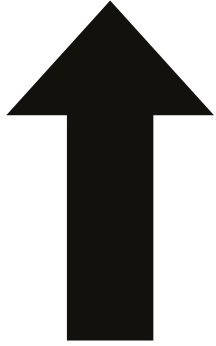
“We’re keen to give students a 360-degree experience while they’re with us, so we make sure they get a week in each of the different parts of the business – from the electrical section and design area, to fitting, assembly and testing.”

Gary Howard, General Manager

PLANNING

- **Clarity and momentum**
- **Front-load planning**
- **Tailor to student**
- **Breadth and depth**





2. SUPERVISE THE STUDENT



SUPERVISION

Clinical lead

Mentors

Wellbeing manager

“Our staff enjoy the fresh energy and talents that T Level students bring. Students and staff learn from each other, with staff particularly appreciating the opportunity to nurture new talent.”

Jane Majidzadeh, Wellbeing Team Manager



SUPERVISION

Line managers

Buddies

College links

“We could see an opportunity for a T Level student to do their work placement across both our Engineering Design and Production Engineering teams. Welcoming young people who challenge our routine practices drives us to continually improve and aligns with our commitment to diversity and innovation.”

Sally Moxon, People Director

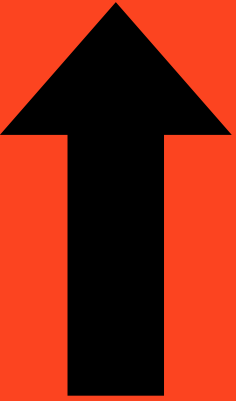


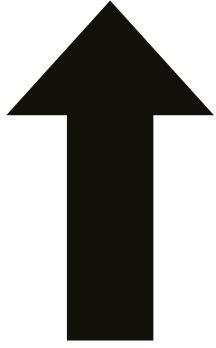
SUPERVISION

- **Effective oversight**
- **Clear responsibilities**
- **Shared role**
- **Staff skills**



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3. SUPPORT THE STUDENT



SUPPORT

Up-front assessment

Integral support

Wellbeing manager



T-LEVELS

THE NEXT LEVEL QUALIFICATION

SUPPORT

Inclusive culture

Pre-planning

Induction

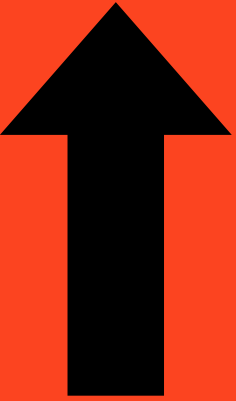
“We’ve been having regular touchpoints throughout their first year. We meet with the teachers to better understand the curriculum, and with the students to better understand their interests and aspirations, while we in turn can provide support.”

Ellie Horner, Education Operations
Manager



SUPPORT

- **Early assessment**
- **Induction**
- **Team culture and practice**
- **Coordinate with provider**





***4. MONITOR AND
RECORD
PROGRESS***



PROGRESS



Structured around rotations

Observations

Feedback

“They’re doing real work just like any other employee would be doing here. They are adding value to our business and they are being productive.”

Gary Howard, General Manager

PROGRESS

Based on objectives
Documented evidence
Outputs



INDUSTRY PLACEMENT – EMPLOYER APPRAISAL

Student's name: _____

Student's industry placement role _____

Employer organisation: _____

Student's role and responsibilities during the placement:
Please describe what they worked on, the team(s) they worked in, and any specific skills they used.

Performance and behaviour
Please comment on the student's: attendance and reliability; attitude and approach; and, communication and flexibility

Strengths
Please comment on the student's strengths with regard to, for example: technical skills; communication skills; interpersonal skills; approach to working in isolation, and / or as part of a team; and, approach with customers, if relevant.

Line manager's name: _____

Role: _____

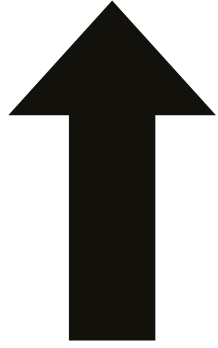
Signature: _____

Date: _____

PROGRESS

- **Objectives**
- **Evidence**
- **Natural pick-up points**
- **Outputs / outcomes**





5. WORK WITH THE PROVIDER



PROVIDER

Early engagement

Onboarding

Alignment

“We already had a good relationship with the local college, and they introduced us to T Levels. It was important to us to offer a meaningful experience right from the beginning, and that starts with the interview.”

Nathan Flower, Production Manager





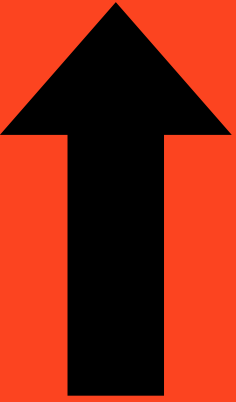
Partnership
Coordination
Trust

“We brought the teachers from our local school in for a teacher insight day so that they could get oversight ... watching those colleagues who are passionate about technical routes... meeting the teachers was invaluable.”

Clare Davy, Head of Education and Community Outreach

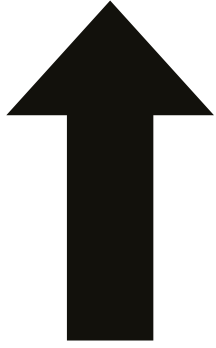
PROVIDER

- **Proactive**
- **Communication**
- **Smooth process**
- **Shared ownership**



POLL *Based on what you have heard about industry placements:*

- 1 Are you more likely to implement industry placements?*
- 2 Are you more confident to implement industry placements?*
- 3 Has this webinar been useful and practical for your industry placements planning?*



NEXT STEPS



RESOURCES AND CPD

- Tools
- Resources and case studies
- CPD webinars

T Levels and industry placement support for employers



[About industry placements](#)

Find out more about what industry placements and T Levels are, and how they could work in your business.



[Business benefits and case studies](#)

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.



[Plan industry placements](#)

Guidance to help you plan, including information about legal compliance, working with providers and paying students.



[During industry placements](#)

How to work with students while they are on a placement, and end-of-placement reviews.



[Skill areas and courses](#)

Discover the skill areas that industry placements cover and find out what placement students can offer.



[Workshops and webinars](#)

Online events to help you understand, plan and prepare to offer industry placements.

employers.tlevels.gov.uk

Book a 1-2-1 call with a T Level placement specialist today

- Help you scope out a preparation plan for placements
- Explore placement models and how to scale up
- Work through a particular issue or barrier
- Present at internal staff meetings to build awareness and buy-in
- Conduct a 1-hour training session for line managers / mentors
- And more...

employers@strategicdevelopmentnetwork.co.uk

THANK YOU

employers.tlevels.gov.uk

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Disclaimer

This advice is general guidance and is not legal advice. It should not be acted on without a full understanding of your current situation. You can access the latest government guidance on industry placements at www.tlevels.gov.uk. SDN Enterprises Ltd (trading as SDN) has tried to ensure that the information and advice we give is accurate. However, SDN will not accept liability for any loss, damage or inconvenience arising as a consequence of any use of or the inability to use any information or advice given.